

Transition Period Questions and Answers

Q1 When and how long is the transition period?

Answer: The formal transition period will begin after the final award decision has been made. There will be many stages of the transition; however, the time limit suggested by DA PAM 5-20, Commercial Activities Study guide, for the Residual Efficient Organization (REO) and Most Efficient Organization (MEO) or the contractor to be at full performance is six (6) months from the date of the Final Decision

Q2 What happens during the transition period?

Answer: If the Government wins, the Garrison will implement a detailed Transition Plan and will begin reorganization to the REO and MEO. If a contractor wins, he is required to implement the Transition Plan that was part of the contract proposal. Joint inventories will be performed, contractor identification badges will be distributed, and the contractor will prepare to take over the functions, e.g. set up administrative offices, interview and hire employees, and prepare to assume full performance. In both instances, reorganization will occur and normal government tools for downsizing will be requested as necessary; such as Voluntary Early Retirement Authority (VERA), Voluntary Separation Incentive Pay (VSIP), and Reduction in Force (RIF). The Government will take a proactive role in assisting displaced employees through the transition period.

Q3 Will I have to train the contractor's employees?

Answer: No, not as a Government employee. In the case of a contractor win, it is expected that the employees hired will be experienced professionals in the area for which they have been hired. We anticipate that the contractor will hire a large percentage of the current workforce who are experienced and knowledgeable in Garrison operations.

Q4 Will the Army train me for another job if I am RIF'd from the one I am in now?

Answer: If you are separated in a RIF, you will no longer be an active employee in federal service and the Army will not pay for training for a new position. If you are placed in a position within the federal government, you may receive training for duties and responsibilities required for that position. You cannot receive training in order to qualify for other positions in the federal government unless you apply under competitive procedures. Competitive procedures are not used during a reduction in force. If you are RIF'd, you will receive counseling to inform you of services available in areas of training and finding a new job, e.g. the Priority Placement Program (PPP), Job Fairs, and programs within the Directorate of Community Services.

Q5 Will the Army offer any free training, such as new skills training?

Answer: No. The skills required for placement in existing positions must already be possessed by the individual placed into that position. The Army will only fund new skills training when the new skills are required for the position, e.g., new computer software.

Q6 If we win, are we entitled to training for our new positions? Will there be money to send people to train for the job that they are put into?

Answer: An employee must be qualified for the position prior to the RIF. If the employee does not possess required or necessary training for the position, the government may fund the training. Since funding is also an issue, employees may receive on-the-job training or government-provided training versus non-government training. Management will make the appropriate determinations dependent on current operating budgets.

Q7 If the contractor wins, will the Army pay for retraining during the transition period?

Answer: No. If the contractor wins, the function will no longer be performed by government employees. The number of employees who will be affected may have very diverse educational levels, qualifications, skills, and backgrounds. Title 5, Code of Federal Regulations, states that government-funded training must be mission related. The Army must have positions which require retraining to justify the expenditure of training funds.

Q8 What will happen if we lose the majority of our "institutional knowledge"-who will train the employees left behind?

Answer: Experience shows that length of employment, in a specific position does not ensure success in a position. Basic knowledge of the work requirements and a willingness to do what it takes to get the job done right, ensures success. In the case of a contract win, the contractor must show (during the evaluation process) that all requirements in the Performance Work Statement (PWS) can be met, including placement of qualified personnel for the positions. In the case of a government win, remaining employees should know their jobs. Employees placed in new positions will be given a period of time to adjust and become more proficient. The Army uses a variety of training methods to train employees (formal schooling, on-site instructors, on-the-job training, etc.) and these training resources will be available for employees in the REO and MEO.

Q9 Under a contract win, what happens to union agreements in place now?

Answer: The government -union agreements will not apply to the contractor, nor to the employees working for the contractor. The government union agreement will apply only to those employees remaining with the Government.